

Healthy Minds

In the Workplace

Suicide Prevention in the Workplace Resource Center

The purpose of this Resource Center is to provide you information, resources and tools to help increase your understanding, knowledge and recognition of mental health issues in the workplace. Our goal is to provide you information which will help you to develop effective approaches to promoting mental health in your workplaces with the ultimate objective of reducing incidents of suicides.



CENTERS FOR DISEASE
CONTROL AND PREVENTION

Response to CDC Release - Suicide Rates by Occupational Group- 17 States, 2012.

- Action Alliance responds to new CDC article showing suicide rate by occupation: <http://bit.ly/293yavl>
- New CDC data can inform efforts to help reduce the number of suicide among working adults: <http://bit.ly/293yavl>

Zero Suicide as a Model for Better Identification and Treatment of Patients at Risk for Suicide

Action Alliance Executive Committee member Dr. Michael Hogan and Dr. Julie Goldstein Grumet, Director of Health and Behavioral Health Initiatives at the Suicide Prevention Resource Center, published *Suicide Prevention: An Emerging Priority For Health Care in the Behavioral Health Volume 35 Issue 6 of Health Affairs Journal*. The paper presents Zero Suicide as a model for better identification and treatment of patients at risk for suicide.

ZEROSuicide
IN HEALTH AND BEHAVIORAL HEALTH CARE

The National Association of Social Workers (NASW) endorsed the Action Alliance's *Suicide Prevention and the Clinical Workforce: Guidelines for Training.*

The guidelines are a framework for the development, adoption, and adaptation of training efforts for the clinical workforce in serving persons at risk for suicide.

Suicide Prevention and the Clinical Workforce: Guidelines for Training

Prepared by the
Clinical Workforce Preparedness Task Force
of the National Action Alliance for Suicide Prevention
October 2014

Suggested Citation: National Action Alliance for Suicide Prevention. *Clinical Workforce Preparedness: Suicide Prevention and the Clinical Workforce: Guidelines for Training*. Washington, DC: Action Alliance; 2014.

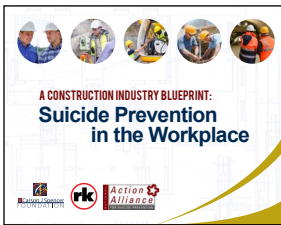




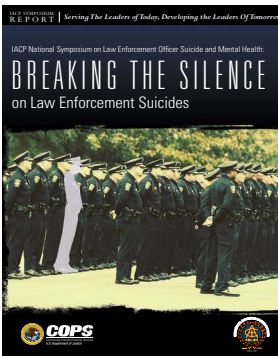
The National Action Alliance for Suicide Prevention released Crisis Now: Transforming Services is Within Our Reach

This report highlights the fractured mental health crisis services system in the United States and recommends actions we can take to improve care for struggling individuals.

A Construction Industry Blueprint: Suicide Prevention in the Workplace.

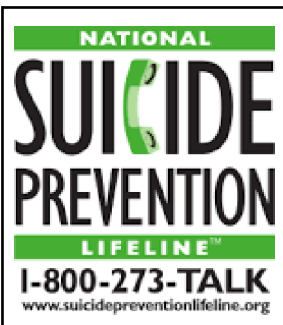


The National Action Alliance for Suicide Prevention's Workplace Task Force and the Carson J Spencer Foundation, in partnership with RK, has jointly released a suicide prevention guide entitled, A Construction Industry Blueprint: Suicide Prevention in the Workplace. The guide is a clear call-to-action to construction executives around the world to make suicide prevention a health and safety priority. It also gives managers clear guidelines on healthy approaches and prevention measures. The Blueprint is intended to assist construction industry workplaces in building their capacity to better prevent suicide.



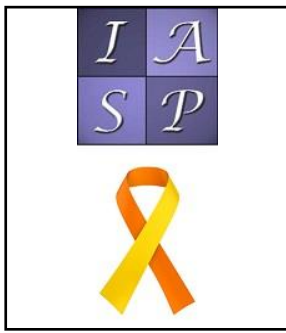
Breaking the Silence: Suicide Prevention in Law Enforcement

Working in partnership with the International Association of Chiefs of Police (IACP), the Carson J Spencer Foundation, the National Action Alliance for Suicide Prevention, and the American Association of Suicidology developed a video entitled Breaking the Silence: Suicide Prevention in Law Enforcement and in an expanded collaborative effort, the partnership has released a video facilitation training guide for law enforcement agencies.



National Suicide Prevention Lifeline

We can all help prevent suicide. The Lifeline provides 24/7, free and confidential support for people in distress, prevention and crisis resources for you or your loved ones, and best practices for professionals.



International Association of Suicide Prevention:

[The International Association of Suicide Prevention](http://www.iasp.info), established in 1960, is the largest international organization dedicated to suicide prevention with members from more than 50 countries. They are the driving force behind World Suicide Prevention Day.



Dr. Sally Spencer-Thomas

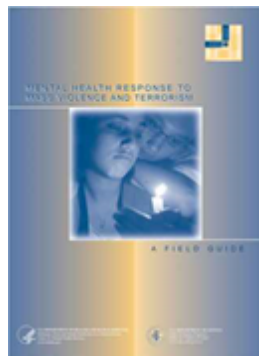
As a psychologist, mental health advocate and survivor of my brother's suicide, I see the issues of suicide prevention from many perspectives. As an author and professional speaker I look for new ways to think about how we understand suicide and resilience.

<http://sallyspencerthomas.blogspot.com/>



Model School District policy

This document outlines model policies and best practices for school districts to follow to protect the health and safety of all students. As suicide is the third leading cause of death among young people ages 10-19, it is critically important that school districts have policies and procedures in place to prevent, assess the risk of, intervene in, and respond to youth suicidal behavior.¹ This document was developed by examining strong local policies, ensuring that they are in line with the latest research in the field of suicide prevention, and identifying best practices for a national framework. The model is comprehensive, yet the policy language is modular and may be used to draft your own district policy based on the unique needs of your district. The language and concepts covered by this policy are most applicable to middle and high schools (largely because suicide is very rare in elementary school age children).



Mental Health Response to Mass Violence and Terrorism: A Field Guide

This manual guides disaster response workers in assisting survivors of mass violence and terrorism and their families. It discusses basic counseling skills, when to refer to mental health services, populations with special needs, and stress prevention and management for workers.

Publication ID

SMA05-4025

Publication Date

January 2005

Format

Field Manual



A Report of Findings to Direct the Development of National Guidelines for Workplace Suicide Prevention

The Report includes discussion of the suggested guiding principles for suicide prevention in the workplace: Strategic Integration, Comprehensive and Sustained Investment, Harm Reduction, Culture Cultivation, Dignity Protection, Wellbeing Promotion, Empowered Connection and Action Orientation.

[Download Report](#)



Black Women Toxic Job Suicide Prevention Resource Guide

Many Black women in suicidal crisis do not call 911, 988 or go to an Emergency Room for fear of racial trauma from police and medical institutions. This resource guide provides alternative crisis resources that avoid police and maintain autonomy in the community. Also provided are resources to defend against workplace abuse and to find a new job or start a business. This resource guide is written by Heliana Ramirez, PhD, LISW for educational purposes and is not legal or clinical advice. Please consult an employment attorney and mental health provider as needed. Dr. Ramirez is not liable for services listed in this resource. Please vet services before use. Ramirez, H. (2024). Black Women Toxic Job Survivor Suicide Prevention Resource Guide.

[Download Report](#)



- **Mental health and well-being in the workplace: what works and why it makes business sense**
Source: The Conference Board of Canada
- **Centre of Expertise on Mental Health in the Workplace**
Source: Treasury Board of Canada Secretariat
- **Preparing for and responding to trauma in the workplace: a manager's eguide**
Source: Health Canada
- **Workplace trauma**
Source: Great-West Life Centre for Mental Health in the Workplace
- **Bullying and harassment in the workplace infographic** *Source: Canadian Centre for Occupational Health and Safety (CCOHS)*
- **Taking a proactive approach to maintaining a mentally healthy workplace**
Source: Canadian Centre for Occupational Health and Safety (CCOHS)

- **Guidelines for the practice and training of peer support**
Source: Mental Health Commission of Canada
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- **An addiction in the family: what it means for the workplace**
Source: Alberta Health Services (AHS)
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- **Health impact of the psychosocial hazards of work: an overview**
Source: World Health Organization (WHO)
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- **Podcasts: health and safety to go!**
Source: Canadian Centre for Occupational Health and Safety (CCOHS)
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- **Business case for health and safety**
Source: Canadian Centre for Occupational Health and Safety (CCOHS)
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- **Mental health in the Canadian workplace infographic**
Source: Canadian Centre for Occupational Health and Safety (CCOHS)
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- **Bullying is not part of the job**
Source: Canadian Centre for Occupational Health and Safety (CCOHS)
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- **Respect, everyone deserves it**
Source: Canadian Centre for Occupational Health and Safety (CCOHS)
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- **10 healthy habits for mental fitness**
Source: Canadian Centre for Occupational Health and Safety (CCOHS)
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- **Mental or physical, illness is illness**
Source: Canadian Centre for Occupational Health and Safety (CCOHS)
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- **Healthy minds at work: workplace support is key**
Source: Canadian Centre for Occupational Health and Safety
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- **Healthy minds at work**
Source: Canadian Centre for Occupational Health and Safety (CCOHS)
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- **Mental health in the workplace**
Source: Health Canada
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- **Workplace mental health: how employers can create mentally healthy workplaces and support employees in their recovery from mental illness**
Source: Mood Disorders Society of Canada (MDSC)

WORKING MINDS: SUICIDE PREVENTION IN THE WORKPLACE

Working Minds trains organizations to proactively address the early warning signs of suicide in the workplace. Just as organizations have realized they can help reduce heart disease by encouraging exercise, they can also reduce suicide by promoting mental health and encouraging early identification and intervention. This training will educate and equip businesses with tools to address mental health and suicide concerns within the workplace.

The Solution: Working Minds

Working Minds Training

This 2-hour training gives participants the skills and tools to appreciate the critical need for suicide prevention while creating a forum for dialogue and critical thinking about workplace mental health challenges, and by promoting help-seeking and help-giving.

Working Minds Train the Trainer

This 8-hour training gives participants the tools to deliver the 2-hour Working Minds training in the community. After completing the course, trainers are able to give participants the tools to identify people at risk and respond to a crisis.

Source: HELEN AND ARTHUR E. JOHNSON DEPRESSION CENTER

For more information visit <https://www.coloradodepressioncenter.org/workingminds/>

988: A Resource for Workplace Suicide Prevention

[Read more](#)

10 Mistakes to Avoid when Developing a Mental Health Program

[Read more](#)

Best Practices in Care Transitions for Individuals with Suicide Risk: Inpatient Care to Outpatient Care

This report presents feasible, evidence-based practices that health systems can take to improve patient engagement and safety during the transition from inpatient to outpatient care.

[Download the Report](#)

Action Plan for Strengthening Mental Health and the Prevention of Suicide in the Aftermath of COVID-19

A key goal of the Action Alliance's [Mental Health & Suicide Prevention National Response to COVID-19](#) (National Response) is to create policy change that drives meaningful and lasting transformations to how we address mental health and suicide prevention. To reach policymakers and spur action a Congressional briefing series titled "Action Needed: Tackling the Nation's Mental Health Crisis" was created.

[Read more](#)

A Guide to Suicide Prevention For Employers

Suicide is complex. There is no one reason why an individual may die by suicide or experience suicidal thoughts and behaviour. Despite the progress we've made in normalising mental health, suicide remains a misunderstood and taboo topic – especially in the workplace. Put simply, it's often missing from the workplace health conversation. However, suicide prevention should be front and center. That's because, among our workforce, thoughts of self-harm and suicide are more common than you may think. This presents an opportunity for HR to make a real – and potentially lifesaving – impact and we all play a role in reducing the risk of suicide.

In January of this year, our research revealed new data concerning suicide risk at work. Our data shows that the number of employees experiencing thoughts of suicide or self-harm has increased from 8% to 9% versus last year. This means that, in an average organisation of 1,000 employees, there are 90 individuals experiencing thoughts of suicide. Put another way, 10 more people in that organisation are now experiencing suicidal thoughts than last year. This is a tragic increase that could have a devastating impact.

When it comes to reducing the risk of suicide, the challenge facing organisations may feel enormous. However, there is a role for all of us to play in preventing suicide and there are many practical actions HR leaders can take that could prove lifesaving.

[Read more](#)